



An Employee-Owned Company

Employee Stock Ownership Plan (ESOP) Highlights

This informational sheet is summarized to address frequently asked questions. Other details may apply and can be found in the Summary Plan Description (SPD) and Plan Document. Log into your account at www.esopconnection.com/wincofoods for additional plan information.

| ESOP Plan Year | The ESOP Plan Year is the same as the WinCo fiscal year, which ends on the Saturday closest to March 31. (The Plan Year beginning 3/29/2026 ends 4/3/2027.) | | | | | | | | | | | | | | |
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| Participation Date | You are eligible to participate in the Plan if you are at least 18 years old and have been paid 500 hours in the first six months of hire, 1,000 hours in the first year of hire, or 1,000 hours in any Plan Year. | | | | | | | | | | | | | | |
| Contributions to the ESOP | <p>To receive a new allocation (addition) of stock, participants must:</p> <ul style="list-style-type: none"> Be paid 1,000 hours in a Plan Year AND Be employed on the last day of the Plan Year, unless age 62 or older, disabled, or deceased when employment separation occurs. Earnings start counting toward the allocation of stock <i>after</i> a participation date is earned. | | | | | | | | | | | | | | |
| Vesting in ESOP | <ul style="list-style-type: none"> Participants receive one year of vesting after being paid 1,000 hours in a Plan Year. At the second year of vesting, participants earn a right to 20% of their balance in the ESOP. Vesting increases 20% for each Plan Year participants are paid 1,000 hours. Active employees age 62+, or who become disabled or deceased, are 100% vested. <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th style="background-color: #333; color: white;">Year</th> <th style="background-color: #333; color: white;">1</th> <th style="background-color: #333; color: white;">2</th> <th style="background-color: #333; color: white;">3</th> <th style="background-color: #333; color: white;">4</th> <th style="background-color: #333; color: white;">5</th> <th style="background-color: #333; color: white;">6</th> </tr> </thead> <tbody> <tr> <td style="background-color: #333; color: white;">% Vested</td> <td>0%</td> <td>20%</td> <td>40%</td> <td>60%</td> <td>80%</td> <td>100%</td> </tr> </tbody> </table> | Year | 1 | 2 | 3 | 4 | 5 | 6 | % Vested | 0% | 20% | 40% | 60% | 80% | 100% |
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| % Vested | 0% | 20% | 40% | 60% | 80% | 100% | | | | | | | | | |
| Non-Vested Shares | <ul style="list-style-type: none"> Participants less than 100% vested at separation from WinCo lose (“forfeit”) unvested shares. If a participant is rehired within five Plan Years, forfeited shares may be restored. | | | | | | | | | | | | | | |
| Payments from the ESOP | <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th style="background-color: #333; color: white;">Reason</th> <th style="background-color: #333; color: white;">Payment May Occur</th> </tr> </thead> <tbody> <tr> <td>Separation/Retirement at less than age 62</td> <td>Distribution season after Plan Year End, 58 months from separation</td> </tr> <tr> <td>Separation/Retirement at age 62 or over, due to qualified disability, or due to death</td> <td>Distribution season after Plan Year End</td> </tr> <tr> <td>Separation and vested balance is less than \$1,000</td> <td>Distribution season after Plan Year End</td> </tr> </tbody> </table> <ul style="list-style-type: none"> Distributions are always paid at the new share value. All distribution types (e.g., retirement, separation, in-service, diversification), are <u>only</u> paid during the distribution request window, which opens mid-July and closes on September 15th. <ul style="list-style-type: none"> Requests must be received during this window to process payment. After submitting your online request, you can expect payment <u>by the end of October</u>. | Reason | Payment May Occur | Separation/Retirement at less than age 62 | Distribution season after Plan Year End, 58 months from separation | Separation/Retirement at age 62 or over, due to qualified disability, or due to death | Distribution season after Plan Year End | Separation and vested balance is less than \$1,000 | Distribution season after Plan Year End | | | | | | |
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| Separation and vested balance is less than \$1,000 | Distribution season after Plan Year End | | | | | | | | | | | | | | |
| Diversification Payments (Age 55 and Older and in ESOP for 10 Years) | <ul style="list-style-type: none"> Participants (active or separated) can diversify <i>after</i> the Plan Year when they have reached age 55 AND participated in ESOP for 10 years. For 2026, participants must be age 55 by March 28, 2026. Participation date can be found on your ESOP statement. Diversification is a six-year period, begins the first year of eligibility, and ends the sixth year. Separated participants can diversify even if they are receiving installment payments. <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th colspan="2" style="background-color: #333; color: white;">Diversification Percentages</th> </tr> <tr> <th style="background-color: #333; color: white;">Years 1 through 5</th> <th style="background-color: #333; color: white;">Year 6</th> </tr> </thead> <tbody> <tr> <td>Up to 25% of eligible shares</td> <td>Up to 50 % of eligible shares (minus shares diversified in years 1-5)</td> </tr> </tbody> </table> | Diversification Percentages | | Years 1 through 5 | Year 6 | Up to 25% of eligible shares | Up to 50 % of eligible shares (minus shares diversified in years 1-5) | | | | | | | | |
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In the event of a conflict between this WinCo ESOP informational handout and the WinCo Employee Stock Ownership Plan, the terms of the WinCo Employee Stock Ownership Plan shall control.

Employee Stock Ownership Plan (ESOP) Highlights

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| <p>In-Service Payments (Age 62 or Older)</p> | <ul style="list-style-type: none"> ▪ When an active employee is aged 62 or older by June 30th, an in-service distribution may be requested during the distribution window. ▪ The minimum request is \$1,000; the ESOP Committee sets the maximum in-service amount each year. (For 2026, the limit is \$1,000,000.) ▪ Eligible participants may go online to www.esopconnection.com/wincofoods to request an in-service payment when the distribution window opens in mid-July. ▪ The deadline for submitting a distribution request after the window opens in mid-July is September 15th. |
| <p>Timing of Payments (Separated Employees and Diversification)</p> | <p>Participants will automatically be supplied with distribution instructions in mid-July for the following.</p> <ul style="list-style-type: none"> ▪ Reaching the Plan Year of the 58th month after separation from employment. (To calculate the year distribution instructions will be sent: if separation was January through November, add five years to the separation year; if separation was in December, add six years to the separation year.) ▪ Separating from employment and reaching age 62 or greater. ▪ Separating from employment in a prior Plan Year and having an account balance of \$1,000 or less. <p>Participants should contact WinCo Retirement Services to schedule their distribution when:</p> <ul style="list-style-type: none"> ▪ Applying for disability, or ▪ Planning retirement after the end of the Plan Year but before June 30th |
| <p>Distribution Limits (Excluding Diversification or In-Service)</p> | <p>Distribution after separation from service for any reason.</p> <ul style="list-style-type: none"> ▪ One lump-sum payment if account is \$1,000 or less. ▪ For 2026 five annual installments of an equal number of shares if account is less than \$1,455,000 with one additional installment for each \$290,000, but not to exceed 10 installments. The IRS annually establishes these amounts. ▪ Distribution options for participants in the Plan Year ending 3/28/2026: <ul style="list-style-type: none"> ▪ Accounts valued at \$1,000,000 or less will have: <ul style="list-style-type: none"> – A lump-sum payment option or – Choice of two to 10 equal annual installments ▪ Accounts valued at over \$1,000,000: <ul style="list-style-type: none"> – Choice of five to 10 equal annual installments |
| <p>Financial Hardships and Loans</p> | <p>These types of distributions are not available from the WinCo ESOP.</p> |
| <p>Beneficiary Designations</p> | <ul style="list-style-type: none"> ▪ The rules of the Plan, not a will or trust document, determine who will be the beneficiary of an account. ▪ Update beneficiary designations by logging into www.esopconnection.com/wincofoods. |
| <p>Updating Your Contact Information</p> | <ul style="list-style-type: none"> ▪ Active employees: Notify the Store Personnel Clerk “SPC” or on-site HR representative to update changes. ▪ Former employees, alternate payees, and beneficiaries: Enter changes at www.esopconnection.com/wincofoods or call WinCo Retirement Services at (800) 341- 6543, option 3. |
| <p>Blue Ridge Contact Information</p> | <ul style="list-style-type: none"> ▪ Website: www.esopconnection.com/wincofoods ▪ Phone: (434) 322-0445 ▪ Email: wincofoods@oneblueridge.com ▪ Representatives are available 8am – 9pm Eastern Time, Monday - Friday |